

**Shelby County Law Enforcement Personnel Board**  
**Regular Meeting**  
**March 17, 2015, 6:30 p.m.**

Chairman Donaldson called the monthly meeting to order in the Sheriff's Office Training Center, asking Mr. Brasher to give the invocation.

Board members and staff present were Mr. Donaldson, Ms. Kimbrough, Mr. Brasher, Mr. Martin, and secretary Lucy Womac. Guests in attendance were Sheriff John Samaniego, Chief Deputy Chris George, and Capt. C. Jeff Hartley, Jr.

Sheriff Samaniego had emailed a fact sheet introducing Capt. Hartley to the employees, which was now distributed to the Board. After retiring from an impressive career as an Air Force pilot, he brings extensive law enforcement knowledge and experience from his position as a Captain with Tuscaloosa Police Department. The LEPB members welcomed Capt. Hartley to Shelby County.

The agenda was accepted as presented with the addition of secretary's request for reimbursement of her retirement fund contribution.

Ms. Kimbrough moved to approve the minutes of the February 17 regular meeting, and the corrected minutes of the January 26 regular meeting. Mr. Martin seconded the motion and it carried.

**OLD BUSINESS**

Budget figures for February, 2015 from Commission Accounting were briefly discussed.

**NEW BUSINESS**

Mr. Brasher moved to approve the secretary's time sheets and mileage. Ms. Kimbrough seconded the motion and it passed.

The members considered official transcripts for two employees. Capt. Hartley holds a master of science in criminal justice from the University of Alabama. C. O. Sgt. Cory Crowe has completed his master of science in criminal justice from Kaplan University, regionally-accredited by the North Central Association, with a specialization in leadership and executive management. Ms. Kimbrough asked if all criteria has been met and Mr. Donaldson confirmed it had. She moved to grant the fifteen-percent educational incentive to both employees. There was no second to the motion. Chairman Donaldson asked if the members wanted to consider the incentives separately; Mr. Martin replied yes. Ms. Kimbrough then moved to grant the incentive to Capt. Hartley. Mr. Martin seconded that motion and it carried. Mr. Martin said he felt the Board should wait to approve Sgt. Crowe's incentive until employee representative Bruce Weatherford can be present.

Per her 12/18/07 agreement with the Board, Mrs. Womac requested reimbursement for her 2014 contribution to her IRA. A letter addressed to County Finance Manager Butch Burbage will be presented to him upon the Board's approval. Mr. Martin moved to approve matching funds up to five percent of her salary, "grossed up so that appropriate taxed will be paid by the LEPB". Mr. Brasher seconded the motion and it passed. Mrs. Womac thanked the members.

The Board considered AUM's invoice for \$3,000.00 for reimbursable expenses on the Pay Plan Study contract. Ms. Kimbrough moved to approve for payment. For lack of a second, Chairman Donaldson tabled the matter. Ms. Kimbrough inquired if this was incurred in July for work already done, and for clarification, if the bill had been tabled previously because the Board wanted more detail. Chairman Donaldson answered that is correct. Mr. Martin said it is his understanding that this includes time working on the project at the office and at the LEPB meeting. He felt that for the amount charged, a much more detailed description should be provided, such as the dates and length of meetings, transportation, travel time, etc. Ms. Kimbrough stated she was trying to expedite an issue. Upon being told that recent AUM invoices had given several pages of details, she opined that even though the Board appreciated receiving what was sent, somehow it needs to be communicated that more detail is needed. She suggested the secretary email AUM and reference the prior bill that was satisfactory so more information could be sent.

As FYI, there were ten signed step raises due in April. Mr. Martin requested a continuation of the spreadsheets for the LEPB's costs of testing.

With no further business, the meeting was adjourned by motion of Ms. Kimbrough.

Minutes approved by:

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Randall W. Donaldson, Board Chairman

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Bill M. Martin, Board Secretary

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Teddy R. Brasher

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Julia C. Kimbrough